

# WORDS & VISION

UFV FACULTY AND STAFF ASSOCIATION NEWSLETTER

Volume 29, Number 2

February 2020



## Letter from the Editor

The spirit of this very short edition of *Words & Vision* is to bring you up to speed on a variety of events and issues that members are experiencing and your FSA representatives are pursuing.

Negotiations at the central (otherwise known as the “template”) table continue and local bargaining is scheduled to begin this February. Chief Negotiator, Colleen Bell, will be sending out a communication to outline our bargaining approach. Stay tuned for the next bulletin update.

Topics covered in this issue alert you to ongoing work undertaken by the FSA including handing in repayment agreements when taking sick leave, an update to Noteworthy’s problem expressed in the last issue’s column

“Union Connection,” an update to the Go with the Flow campaign, and more. Please consider writing in with your workplace questions to [vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca).

Don’t forget to check out our very short know-your-rights videos that walk you through some workplace rights through the Vimeo channel <https://vimeo.com/channels/theworkplace>.

These 3 minute videos deliver a light take on some very serious rights issues.

In Solidarity.

**Christina Neigel**

VP Member  
Engagement





## What on Earth? Repayment Agreements

FSA | Executive  
Committee

There are a number of incidents when sick employees, who need more than four days off of work because they are unwell, are asked to sign "repayment agreements" (i.e. agreeing to pay back salary you collected while taking sick days, if the employer denies you coverage).

For those who are trying to only access some/all of their 30 sick leave days, the FSA advises that employees:

- a) sign the document **but**
- b) make a note by your signature that reads:

***"Signed under duress and without prejudice and precedent to any position the union may take on my behalf."***

Please note that this is only in relation to repayment agreements for **sick leave**, not any kind of disability leave (i.e. Short term and Long term).

# Union Connection

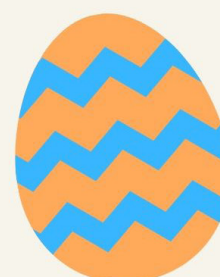
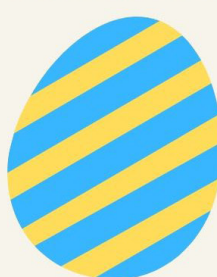
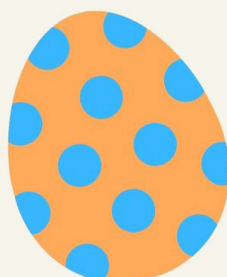
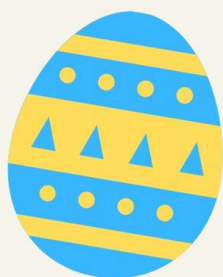
In the November 2019 issue of *Words and Vision* we launched this new column to invite members to seek out information and advice that relates to issues that they may be experiencing in their workplace. Our first query centred around the requirement to produce doctor's certificates (or "sick notes") in a manner that was not only unclear but also appeared to be overstepping the guidelines of what is required when people need to take sick days as defined in our collective agreement.

We are happy to report that this specific matter was resolved with some intervention from the FSA. Reflecting on the experience, Noteworthy states, "I was just angry with myself allowing a year to go by without challenging a workplace injustice sooner." Further, Noteworthy states, "I would encourage other FSA members to get advice quickly on workplace matters even if they seem trivial."

If you have a question or a concern that you think might be relevant to others in our workplace, feel free to write to [vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca) using a non-workplace email. Questions can be anonymized and your privacy will always be respected.

In Solidarity,  
Your FSA Representatives

The FSA invites UFV families to a



## EASTER EGG HUNT

THURSDAY APRIL 9, 2020 4-6PM - EVERED HALL  
STUDENT UNION BUILDING, ABBOTSFORD CAMPUS

Kids 0-10 are welcome to join in!

RSVP to [michelle.vandepol@ufv.ca](mailto:michelle.vandepol@ufv.ca)



## Go With The Flow: Petition Delivery

**Melissa Naman** | FPSE Human Rights  
& International Solidarity Rep



*Go with the flow*  
END MENSTRUAL DISCRIMINATION

On December 10 (International Human Rights Day), the UFV Faculty & Staff Association (FSA) and the Student Union Society (SUS) delivered a petition of over 1,300 signatures to UFV President Joanne MacLean in UFV's newly renovated boardroom on the Abbotsford campus. The petition calls on UFV to recognize menstrual products as equal in necessity to toilet paper and to provide these products as such (in every washroom, free of charge).

President Joanne MacLean officially acknowledged the receipt of the petition from approximately 20 [Go with the flow] campaign delegates and thanked the campaigners for their advocacy. The President confirmed that the university had been

looking into this for some time noting, however, the cost and time to install the products are not insignificant.

Delegates from both the FSA and SUS executive team took a few moments to reiterate

to the President the need for these products to be in all washrooms (to provide basic access to sanitary products to all, regardless of gender identity), and that UFV should be responsible to provide these products (just like toilet paper, hand soap, and other basic hygienic products that are already provided).

Although a target implementation date of April 1, 2020 was given to FSA executive members at the October 2019 Labour and Management meeting, UFV has since amended that commitment to "sometime after April" (as reported in an Abbotsford News article, December 4). UFV has not given an updated target implementation date.



**THE WORKPLACE**  
"KNOW YOUR RIGHTS"

CHECK IT OUT!  
<https://vimeo.com/channels/theworkplace>

03:36

Starlord has suffered an injury guarding the galaxy and he needs some accommodations made at work while recovering. Things go awry when Starlord's supervisor, Thor, asks for documentation.

## Training & Development APPLICATION DEADLINE!

Don't forget to complete your Training & Development form before March 31 if you are a full-time employee.



Provide a copy of your Internet bill and complete the sections:

Internet \$\_\_\_\_\_ per month x 12 = \_\_\_\_\_

Then, as per HR instructions, "Email the completed form along with original receipts to [Debbie.Dyck@ufv.ca](mailto:Debbie.Dyck@ufv.ca) or drop off the documents at the HR office (Abbotsford campus, A288)."





## Grievances Updates

**Pat McGurk & Vicki Bolan**

Contract  
Administrators



As always, there are a range of issues your contract administrators are stewarding.

These include:

- Denying access to sick leave
- Circumventing the collective agreement to hire contract workers
- Rolling Type D contracts for staff, resulting in a failure to grant Type C contracts
- Inappropriate criteria applied to a faculty evaluation
- Inadequate compensation for faculty performing overload resulting from another member's extended leave
- Faculty required to use vacation days for professional development



**I am NOT a  
"CLIENT"**

**Christina Neigel** | VP  
Member Engagement

Words have tremendous influence over how we construct our world. Some words sneak into our lives quietly – subtly changing the way we see ourselves and others. The academic world is steeped in corporate terminology that works to reshape the framework of our institution by altering the way it is perceived, described, and organized. Consider UFV's "Business Transformation Office," "Procurement Services," and "Program Development and Quality Assurance" as some examples. What are the primary objectives for these areas? What ideas and values do they represent? Who are their members and what do they do?

Many terms like these (and others) work to dehumanize the fabric of our workplace. One particularly egregious example is the increasing use of "client" to describe *people* working various *departments* at UFV. Terms like customers and clients reduce the complexities of our daily activities and relationships to something far more transactional in nature. This system of exchange ultimately reshapes our conception of power in our workplace, altering relationships between employees and also with students. As clients, we become less visible as complex beings who have ambitions, develop friendships, and face a myriad of daily struggles.

I. AM. NOT. A. CLIENT.

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“After 31 years and a full course load, I still can't make a living wage. It is hard to give my best to my students when I am worried about making ends meet.”

**MAKE IT FAIR**

OPPORTUNITY. SECURITY. RESPECT.  
[MAKEITFAIR.CAUT.CA](http://MAKEITFAIR.CAUT.CA)

